

ANNUAL REPORT 2003–2004



ANTI-DEFAMATION LEAGUE

FIGHTING TO KEEP  
OUR WORLD SAFE



The Anti-Defamation League was founded in 1913 “to stop the defamation of the Jewish people and to secure justice and fair treatment to all.” Now the nation’s premier civil rights/human relations agency fighting anti-Semitism and all forms of bigotry, ADL defends democratic ideals and protects civil rights for all.

A leader in the development of materials, programs and services, ADL builds bridges of communication, understanding and respect among diverse groups in the United States and around the world, carrying out our mission through a network of Regional and Satellite Offices in the United States, as well as offices abroad.

Visit us at [www.adl.org](http://www.adl.org).

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# 'Real People Are Hurt By Hatred'



*Barbara B. Balser*

BARBARA B. BALSER  
National Chair



*Abraham H. Foxman*

ABRAHAM H. FOXMAN  
National Director

We live in dangerous times. We face levels of anti-Semitism and hatred we haven't seen in 60 years, and the Anti-Defamation League works everyday to protect groups of people and communities at risk. But we also have an impact on individuals. This year in our Annual Report we wanted to focus on the way ADL programs and policies have affected the lives of ordinary people.

There is no greater satisfaction that comes to us than to hear how a young person's whole way of viewing the world and him or herself has changed because of participation in ADL's A WORLD OF DIFFERENCE® Institute program. Or to listen to a college newspaper editor talk about how ADL's Mission for Campus Editors to Poland, Bulgaria and Israel helped him understand for the first time what Jews and Israel are all about. Or to read the words of a Catholic school teacher speaking about a new commitment to teach her students about the Holocaust and the dangers of anti-Semitism after experiencing ADL's Bearing Witness program. Or to meet an individual who was assisted by ADL when that person encountered bigotry.

Although they don't grab the headlines, the personal stories are what ADL is about just as much as the latest anti-Israel outrage at the United Nations or Islamic terrorists on the Internet.

Today, more than ever, the fight against bigotry and anti-Semitism requires a comprehensive approach.

There is no magic wand, no single program or policy that can solve the problems facing us. So we turn to short-term solutions like exposure of haters and monitoring incidents, and we look to long-term solutions through education to change peoples' hearts and minds. We work on the local, national and international levels because hatred must be dealt with in all its manifestations.

With these thoughts in mind, we were the first major Jewish organization to use TV ads on CNN and FOX News in the fight against global anti-Semitism. We also launched a powerful TV ad campaign "Anti-Semitism is Anti-Everybody" in Europe, Africa and the Middle East timed to coincide with a major international conference on racism, xenophobia and discrimination in Brussels.

In addition, our campaign ran nationally in print and on telephone kiosks in New York City.

At a time when anti-Semitism is exploding once again around the world, we must use all the tools at our disposal — relations with government, expertise in civil rights, education and community relations, sophisticated anti-bias, diversity and interfaith programs — to counter this evil. And we always remember that real people are hurt by hatred and that we can and must help those people one at a time.

# ‘Anti-Semitism is Anti-All of Us’

It happened on the Sabbath, a time of rest and prayer for Jews around the world. Bombs ripped through two synagogues in Istanbul, Turkey, killing more than 20 people and wounding at least 257. The message of the terrorists who set off the bombs was clear: Jews everywhere are targets.

But many victims of the bombings were non-Jews, including a Muslim security guard employed at Neve Shalom, the largest synagogue in Istanbul. Their deaths and injuries were a stark reminder that anti-Semitism is not simply a Jewish problem. Rather, “anti-Semitism is anti-all of us.”

In the weeks that followed, ADL forcefully voiced this message to raise the world’s consciousness about the roots of extremist, terrorist violence. The League used the attacks as the centerpiece of a multimedia advertising campaign, which included TV spots on the Fox News Channel and CNN and ads in *The New York Times* and the *International Herald Tribune*, among other media.

Extremists may target synagogues and spew hate against Israel and Jews, but they also hate America, Western Europe, and anywhere that democracy, religious freedom and equality are valued. Anyone is a potential victim. This is a fight that ADL is committed to win... it is one we cannot afford to lose.

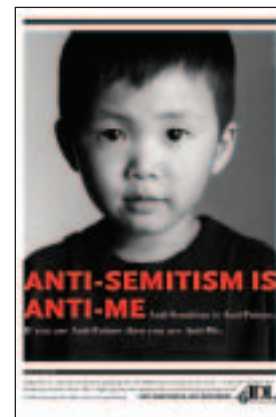


Aftermath of the bombed Neve Shalom Synagogue in Istanbul, November 15, 2003.

photo: © Lynsey Addario/Corbis

- Throughout the year, ADL national leadership and staff met with leaders and diplomats from key countries and representatives of the European Union and the United Nations to raise concern about international anti-Semitism and hostility towards Israel.
- ADL published and widely distributed a whole series of materials on *Global Anti-Semitism: The New Threat*, including *Frequently Asked Questions*, *90 Ways to Respond*, *Fighting Hate Around the World* and a video.
- The first Organization of Security and Cooperation in Europe (OSCE) conference focusing on anti-Semitism was held in Vienna. ADL National Director Abraham H. Foxman — a member of the U.S. delegation — gave recommendations for how anti-Semitism can be fought on the governmental and non-governmental level.
- Spearheading a move for a conference on anti-Semitism in Berlin in 2004, ADL successfully advocated representatives of the 55 OSCE member countries to ensure that the conference would take place. When it did, a delegation of League leaders participated.

- The League produced monthly reports on anti-Semitism in the Arab media, as well as a survey covering the Arab world from March 2002 – August 2003.
- ADL created a special page on our Web site to focus exclusively on Arab and Muslim anti-Semitism. It features anti-Semitic caricatures, articles and other material, organized thematically as well as country-by-country.
- ADL testified before several Congressional hearings and international bodies on the issue of global anti-Semitism. The results included Senate passage of the Global Anti-Semitism Review Act, designed to require greater U.S. reporting on anti-Semitism worldwide.
- ADL met with leaders of more than 15 nations as they attended the 58th UN General Assembly. Chief among our concerns were the Israeli-Palestinian conflict, the resurgence of anti-Semitism, and the war against terrorism. ADL officials presented the leaders with the latest documentation about anti-Semitism and anti-Zionism in the Arab and Muslim world.



"Anti-Semitism is Anti-Me" — ADL's nationwide advertising campaign.

# 'I Found Great Empathy with the Israeli Police'

To enhance counterterrorism training for law enforcement professionals, ADL sponsored a four-day anti-terrorism and security training mission to Israel for top officials of the Federal Bureau of Investigation and members of the International Association of Chiefs of Police (IACP). The incoming President of the IACP, Chief Joseph Estey, wrote about the trip in an article for *Police Chief* magazine, from which the excerpts below are taken.

"I found great empathy with the Israeli police, who are a lot like me and my officers, struggling to provide services, keep people safe and do much the same job as cops around the world — with the added burden of dealing with terrorists who strike anytime, anywhere, and with a vengeance to kill and injure as many people as possible — a concept that is very difficult to comprehend. I was inspired by the openness of the Israeli National Police, who answered all of our contingent's questions, opened their facilities, shared their operations and freely discussed both their successes and failures in great detail and with great honesty. Their desire to learn was equally matched by their willingness to share.

"I was moved by my first-hand exposure to some of religion's very foundations, and the reality that so many events I had read and studied about had happened in the very spots where I stood. I also felt great sadness at the burden the country endures with such a long history of tragedy and conflict, not to mention the damage to an economy suffering from the loss of tourism largely due to the suicide attacks.

"In the end, it was one of the most wonderful trips I have had an opportunity to make, and one I will long remember. I've been excited to share my experiences and newfound knowledge. My very great appreciation to ADL for allowing me to be a part of the IACP Terrorism Committee's Mission to Israel."



photos: Frank Ishman

Police Chief Joseph Estey



## FACT FINDING

- ADL's Fact Finding Department maintains our Law Enforcement Agency Resource Network (LEARN) Web site, which has become a key resource for law enforcement officers and records more than 1 million visits per year.
- The Fact Finding staff and investigative researchers recorded more than 1,000 "Law Enforcement Assists" last year, bringing ADL's expertise on subjects including anti-Semitism, hate groups, Islamic extremism, extremists in prison, extremism on the Internet and domestic terrorism to law enforcement agencies around the country to assist them in apprehending dangerous extremists.
- The League's Internet Monitoring Unit regularly monitors more than 2,000 extremist Web sites.
- In the past year, staff members from ADL's Fact Finding Department have given presentations at every major ADL law enforcement conference dealing with extremism and terrorism — including ADL-sponsored events such as the Advanced Training School in Washington, DC, and joint ADL-FBI anti-terrorism conferences in Chicago and Atlanta.
- ADL's Director of Fact Finding was one of two expert witnesses from the League who testified in the trial of avowed white supremacist Kurtis Monschke, who was accused of fatally beating an African-American man in Tacoma, WA. Mr. Monschke was convicted of aggravated first-degree murder and sentenced to life in prison.
- During the buildup to the U.S.-Iraq war, conspiracy theories surfaced in the Arab press which ADL documented in a report, "Spreading Anti-Semitism: Arab Media Blame Jews/Israel for Pushing U.S. to Brink of War."

## TRAINING

- ADL brought experts from the Israeli police and the International Policy Institute for Counter-Terrorism (ICT)

in Herzlyia, Israel, funded by the Klinghoffer Foundation, to provide counterterrorism training to 10,000 law enforcement professionals in the U.S.

- The League conducted 200 training sessions on extremism, terrorism and hate crimes last year, reaching more than 20,000 law enforcement professionals.
- ADL e-mails important information on extremism, terrorism and related issues to 1,800 law enforcement officers — who distribute it to thousands of their colleagues — each month.

## SECURITY AWARENESS

- Building on the findings of ADL's extensive survey of the security needs of Jewish institutions across America, the League produced new security materials including a training manual, *Keeping Your Jewish Institution Safe*.
- 1,200 American Jewish institutions have received security training directly from ADL.
- The League has worked on security issues with the Union for Reform Judaism, the central body of Reform Judaism in North America, and the Jewish Council for Public Affairs (JCPA), the national public affairs arm of the organized Jewish community. One hundred thirty-five national and local Jewish agencies have received ADL security information through JCPA.

- ADL's Regional Offices hold regular security seminars/briefings for local Jewish community leaders and law enforcement.
- During the High Holidays, ADL addressed the issue of heightened security concerns for synagogues and other Jewish institutions in full-page ads, which ran in Jewish publications such as *Reform Judaism*, *Viewpoint* and *United Synagogue Review*.



ADL ran a series of full-page ads addressing security concerns of Jewish institutions.

# Learning About Anti-Semitism – and Fighting Back

Before Julie Dienno could talk about anti-Semitism with her students, she had to learn more about it for herself. When Nancy Reuben's family experienced anti-Semitism, she needed to know how to fight back. ADL offered skills and strategies to both of them. Ms. Dienno was one of 38 Catholic educators who took part in ADL's Sixth National Bearing Witness Summer Institute in Washington, DC, where participants examine anti-Semitism from its earliest appearances 2,000 years ago, through the Holocaust, to the present day. Dr. Reuben and her daughter turned to ADL's Connecticut Regional Office, which helped them become proactive. Both women spoke about their experiences:



**Julie Dienno**

Bearing Witness is conducted in conjunction with the United States Holocaust Memorial Museum and the Archdiocese of Washington, and with the cooperation of the National Catholic Educational Association and the United States Conference of Catholic Bishops.

photo: Frank Ishman

"As a religious educator, my eyes were opened to the complex history that allowed the tragedy of the Holocaust to occur — and the roots of the religious persecution that was a major factor. Bearing Witness made me aware of the layers of sinful arrogance and apathy in the history of the Catholic Church's language and traditions that laid the groundwork for anti-Semitism and anti-Judaism.

"The Bearing Witness experience has also increased my ability to identify anti-Semitism in a present-day context. With the awareness that I gained from Bearing Witness, I was able to frame concerns from the Jewish perspective.

"The greatest personal impact of Bearing Witness has been the eye-opening awareness of actions and words that have 'unintentionally' hurt members of the Jewish faith... Thanks to Bearing Witness, I am able to not only respond to acts of anti-Semitism, but to actively educate and prevent the cycle of hatred from continuing. It was an unforgettable, transforming experience. It has both opened my eyes and informed my heart and mind."



**Dr. Nancy Reuben**

photo: Harold Shapiro

"When my daughter, Casey, found that a classmate had drawn swastikas and written, 'Casey was here, check the ovens,' ADL empowered us as a family to respond. Recounting her experiences for ADL's Confronting Anti-Semitism (CAS) project, Casey stopped being a victim, and became a leader.

"After Casey's experience, I realized I hadn't noticed a lot of insensitivity and ignorance toward Jews. I saw that too many families were in denial about anti-Semitism, averting their eyes and assuming, as I had, that it would never affect them.

"Therefore, as a parent, I decided to join my daughter and become a facilitator for CAS. I understand how difficult it is to learn that someone hates you, how vulnerable it makes you feel. But we owe it to our children to keep our eyes open, to ask them what they hear at school. Once you decide to listen, you'll hear things you don't want to. However, it is only by acknowledging the problem of anti-Semitism and ignorance that we can arm our children — and ourselves — with the tools we need to respond."



## ANTI-BIAS EDUCATION AND TRAINING

- More than 47,000 children and adults participated in A WORLD OF DIFFERENCE® Institute anti-bias training programs, including Teacher Training, Peer Training, A CAMPUS OF DIFFERENCE™, NAMES CAN REALLY HURT US and Becoming an Ally: Interrupting Name Calling and Bullying.

- The Miller Early Childhood Initiative of A WORLD OF DIFFERENCE® Institute, which brings anti-bias training and resources to caregivers, educators and families of young children, progressed from its pilot phase to one of national expansion. By the end of 2003, The Initiative had impacted more than 27,000 educators, family members and children.

- ADL's A WORLD OF DIFFERENCE® Institute and clothing designer Tommy Hilfiger's Corporate Foundation formed a unique and innovative partnership, EXCELLENCE HAPPENS, at New York City's Middle School 256, with the aim of creating a positive learning environment free of bullying and bias. The partnership was funded by the proceeds from the Hilfiger Corporate Foundation's annual All-American Golf Classic, at which ADL National Director Abraham H. Foxman gave the keynote address.

- ADL, the United Nations Department of Public Information, Operation Respect, and the Survivors of the Shoah Visual History and We Are Family Foundations joined Court TV for a live Webcast, "We Are Family: Educating Our Children for a Safer World," celebrating the United Nations' "International Day of Tolerance."

## HOLOCAUST AWARENESS AND REMEMBRANCE

- The 2003 ADL Grosfeld Family National Youth Leadership Mission to the United States Holocaust

Memorial Museum brought together a diverse group of more than 100 high school students from across the country to learn about the Holocaust, meet national leaders and participate in A WORLD OF DIFFERENCE® Institute workshops. Through the Sugihara Fellowship Program component of the Mission, four selected delegates represented ADL on a trip to Japan.

- To commemorate Yom HaShoah, www.adl.org's Education home page launched "From Survival to Service," a package of interactive resources for students and educators based on Abraham H. Foxman's experiences as a hidden child.

- ADL and the Hidden Children Foundation held the third International Conference of Child Survivors and Their Families in Washington, DC, bringing together more than 500 child survivors of the Holocaust from across the U.S., Israel, Latin America and Europe.

## COMBATING ANTI-SEMITISM

- *The New York Times* Newspaper in Education Program, with sponsorship from ADL, offered Anti-Semitism, Hate and Bias in the World Today, a program for high school and middle school social studies classes.

- ADL and *The New York Times* held their third annual "Extremism Targets the Campus Press: Balancing Freedom and Responsibility" colloquium, attended by close to 100 student journalists and senior campus administrators representing 53 different academic institutions.

- ADL's Confronting Anti-Semitism program provided the tools and skills necessary to effectively combat anti-Semitism to more than 2,000 participants.



ADL Chief Operating Officer Caryl M. Stern, third from left, signed a new three-year contract to bring 120 additional A WORLD OF DIFFERENCE® Institute anti-bias training workshops to law enforcement professionals throughout Austria. Seen here with Ms. Stern are, left to right, A WORLD OF DIFFERENCE® Institute Vienna Coordinator Barbara Sahab, ADL Director of Special Programs Naomi Mazin, then-Austrian Interior Minister Ernst Strasser, ADL Foundation President Thomas C. Homburger and ADL National Commissioner Louise Homburger.

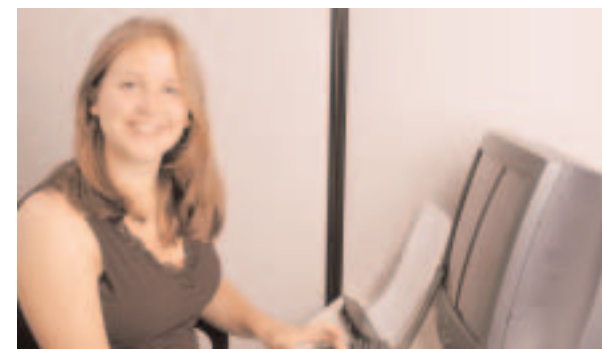


photo: Tony Papale Photography

"The A WORLD OF DIFFERENCE® Institute Peer Training Program teaches students how to fight bias through training sessions. These students become Peer Trainers and go on to teach their peers to unlearn prejudice. Being a Peer Trainer has really allowed me to surround myself with people who want to make a difference in the world. Through my training, I had the great opportunity to become an intern at ADL National Headquarters in New York City. I loved working there, and the experience will always stay with me." – Sara Mazes, High School Student

# ‘Despite All the Violence... There Was Hope’

As Israel endured ongoing terrorism and violence, twelve student editors from American colleges and universities traveled to the Jewish State — after visiting Holocaust-related sites in Poland and Bulgaria — as participants in ADL’s 11th Annual Campus Editors Mission. Ronaldo Rauseo-Ricupero, then an Editorial Chair of *The Harvard Crimson*, described his experiences in an article, “Tour of Truth,” which appeared in *The Jerusalem Post*, from which the following excerpts are taken.

“Having come from Eastern Europe and understanding the experience of the 1940s, we were able to recognize Israel as both the past and the future of the narrative which we were following.

“While we came to Israel with a strong understanding of its role in the region, in the hearts and minds of the Jewish people, and in current events, it still surprised us in many respects. The sheer physical beauty of the land is a characteristic that does not shine through to Americans, whose main impression of the country is as a war-torn patch of mostly arid land. We felt as though we had come across an undiscovered oasis.

“The other surprise was how deeply faith is palpable in a nation with a distinct religious identity and built on boldly Zionist principles. Not only is the religious faith refreshingly rich, but there is also a significant, qualitative shift when a national dialogue has faith as an underlying force.

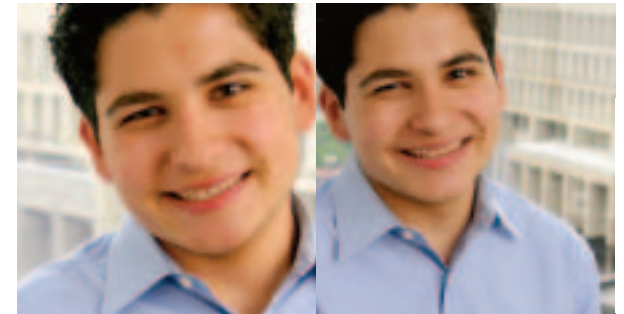
“Finally, there was the dispelling of the American myth that a simple way to address the debate is to listen to an ‘Israeli perspective,’ something we soon dis-

covered exists no more than an ‘American perspective’ exists in a land of diversity. We experienced for ourselves the adage of ‘two Israelis, three opinions’ at every step in our journey. We even were able to go beyond the political level and become familiar with the efforts at peace and reconciliation among the social groups of Israel.

“We ended our time in Israel with the time-honored tradition of watching the sunrise at Masada. And as we sat, 12 American college students on the top of a mountain, there was a hope. The Jewish story, which had been unfolded for us over the past two weeks, has endured for thousands of years, despite the attacks, exiles, and extermination attempts that shaped its history. Somehow, despite all the violence and hurt that surround these last 60 years of the narrative... there was a feeling, magnified in the permanence of Masada, that with time and hope, this hurt, too, would pass.”

(Reprinted by permission of *The Jerusalem Post*)

The Campus Mission is supported by the Albert Finkelstein and Laurie Tisch Sussman Foundations and Rosalyn Goldstein.



photos: Frank Ishman

Ronaldo Rauseo-Ricupero

## IN SUPPORT OF ISRAEL

- On an ongoing basis, ADL provided updated information, analysis, and editorials on the Middle East through constant postings on [www.adl.org](http://www.adl.org), ADL's Web site. ADL Op-Eds were widely published in general and Jewish media, and ADL missions offered on-site briefings with top Israeli leaders.

- ADL experts appeared in Israel advocacy workshops, teach-ins and "Israel 101" programs around the country to educate the community on basic issues in the Israeli-Palestinian conflict and key themes for Israel advocacy.

- Advocating for Israel: An Activist's Guide*, ADL's publication providing strategies for American Jewish activism on behalf of the Jewish State, was widely distributed to campuses, Jewish community groups, and individuals across the country.

- ADL monitored anti-Israel bias at the United Nations and in other international bodies. The League monitored and spoke out against anti-Israel resolutions in the United Nations Security Council, General Assembly and Human Rights Commissions, as well as biased reports and conferences.



An ADL Mission including then-National Chair Glen A. Tobias, seated right, and National Director Abraham H. Foxman, seated left, met with Israeli President Moshe Katsav, seated center, and other leaders.

- The League monitored, exposed and combated efforts to boycott Israeli companies, professionals, academics and products on the governmental and grass-roots level. ADL released a report on recent anti-Israel grass-roots boycott efforts, including campaigns to divest universities from Israel.

- On college campuses all over the U.S. and the U.K., ADL distributed a series of posters highlighting Israel's status as the only democracy in the Middle East.

- ADL-sponsored Leadership Missions continued to travel to Israel, gaining information for participants and providing moral support to Israelis.

- ADL introduced the Calendar of Anti-Israel Protests, an online resource for tracking upcoming protests against Israel, the groups organizing the protests, and earlier rallies by those groups.

- The Campus and Higher Education Affairs Department worked with Regional Offices to respond to incidents of anti-Semitism stemming from pro-Palestinian demonstrations. A grant from the Soleim Fund enabled ADL to conduct the Confronting Anti-Semitism on Colleges and Universities program at five selected U.S. campuses.



ADL helped campus activists in the U.S. and the United Kingdom make the case for Israel by distributing posters highlighting freedom and democracy in the Jewish State.



# The KKK Next Door

Gunshots in the night. Burning crosses and swastikas. Threats of violence. It was all part of the nightmare endured by residents of Osceola, a small town in St. Joseph County in northern Indiana, when members of the National Knights of the Ku Klux Klan moved onto a farm in the area. Over the six months that followed, the residents came to feel that they could be intimidated with impunity. Everyone seemed powerless.

They turned to ADL, who met with local law enforcement, community leaders and the media, then convened a “town hall” meeting to discuss potential anti-Klan strategies. As a result, the St. Joseph County Sheriff’s and Prosecutor’s Departments set up task forces. Ultimately, Indiana KKK Grand Wizard Richard Loy was arrested on felony intimidation charges, and his father, Imperial Grand Wizard Railton Larsen, was convicted of harassment after threatening a reporter over the phone. A civil lawsuit brought by the St. Joseph County Zoning Commissioner against the National Knights was settled out of court, with the proviso that firearm usage would not be allowed on the property except for hunting by Mr. Loy and his children. The media covered the unfolding events.

And ADL kept working, providing hate crimes and extremism training for the Sheriff’s Department, and bringing the A WORLD OF DIFFERENCE® Institute’s anti-bias training to the local high school.

Most significantly, ADL helped residents living near the Klan property and local clergy in forming a grass-roots organization, United Counties for Promoting Equality Among Citizens Everywhere (UC4PEACE). The group has organized an anti-hate flag campaign and many events to promote diversity, and its members continue to monitor KKK and other extremist activities in the region.

“We admire ADL very much,” said UC4PEACE Board Member Stacie Meyers-Sowala, “for their active role in assisting us when hate lived outside our back door.”



Osceola, Indiana, USA

Anti-hate flag campaign by grass-roots civil rights group.

photo: The South Bend Tribune

## ON THE INTERNET

- Partners Against Hate, a collaboration of ADL, the Leadership Conference on Civil Rights Education Fund, the Center for the Prevention of Hate Violence, and the U.S. Departments of Education and Justice, produced two new online resources — *Investigating Hate Crimes on the Internet*, for law enforcement, and *Hate on the Internet: A Response Guide for Educators and Families* — which can be accessed at [www.partnersagainsthate.org](http://www.partnersagainsthate.org).

- ADL was able to show, through images of the Web site of the United Arab Emirates' Zayed Center for Coordination and Followup (the Arab League's official think tank), that it continued to host anti-Semitic and anti-Israel speakers. The Center was finally shut down (due in part to ADL efforts) by the Sultan of the United Arab Emirates.

- Google, the popular Internet search engine, responded to ADL concerns that the first-ranked result for searches using the word "Jew" was an anti-Semitic Web site by working to introduce modifications to better identify and categorize racially offensive sites.

- ADL refuted a number of online rumors, including: that Nike shoes had created an ad with a humorous reference to suicide bombers; that a Rutgers University conference on the Middle East conflict was praising suicide bombers; and that Canada had stripped Magen David Adom of its nonprofit status.

## IN THE COURTS

ADL's Legal Affairs Department filed or joined *amicus curiae* ("friend of the court") briefs in numerous civil rights-related cases before the U.S. Supreme Court:

- ADL welcomed the Court's ruling in two key affirmative action cases. The Court found the University of Michigan's undergraduate admissions program, where race was the main factor in considering applicants, unconstitutional — but upheld the constitutionality of the UM law school's affirmative action program, where race was one factor among many — in *Grutter v. Bollinger* and *Gratz v. Bollinger*, heard together.
- The League opposes sexual orientation discrimination — and was pleased when the Court, using language reminiscent of *Brown v. Board of Education*, struck down Texas's sodomy law which criminalized only same-sex sodomy in *Lawrence v. Texas*.
- The Court struck a blow to proponents of 'charitable choice' and school voucher programs — which ADL has vigorously opposed — in *Locke v. Davey*, ruling that Washington State has the right to provide for even stricter separation of church and state than the U.S. Constitution and may prohibit use of state scholarship funds for college theology degrees.
- The Court agreed with ADL's position when it upheld a Virginia state law that outlaws the use of a burning cross as a means of threatening another person, but not for other purposes, in *Virginia v. Black*.

## EXPOSING EXTREMISTS

- The Civil Rights Information Center (CRIC), the rapid-response arm of the Civil Rights Division, monitored and reported on a wide range of extremist groups — including right-wing, anti-government, left-wing, and anti-Israel organizations.
- ADL's Director of Internet Monitoring was an invited speaker at the International Network Against Cyber Hate annual meeting in Mainz, Germany, and appeared on news programs of NBC News, Canada AM and other news outlets, in addition to sharing his expertise with ADL Regional Offices and law enforcement training programs across the U.S.



ADL Internet monitors track the Web sites of violent extremist organizations in the U.S. and overseas.

# *‘Thank You for Having Faith in Our Future’*

It was an extraordinary week for 40 teenagers from widely diverse backgrounds — Jewish, Muslim, Christian. At Camp IF, ADL’s New England Regional Office’s intensive week-long overnight training that kicks-off the annual Interfaith Youth Leadership Program, the teens learned about each other’s religious traditions, challenged each other to see beyond stereotypes and developed mutual respect and understanding. Upon returning to their communities, the teens worked together to develop programs for sharing their new knowledge with their congregations, friends and families.

Three of the participants — Stas Michalski, who is Jewish, Kudret Usmani, a Muslim, and Elizabeth Texiera, a Catholic teenager — wrote of their experiences at the camp:



“Each day we shared more and more about personal struggles, religious practices — everything. And with the sharing also came love.... We cared so much about each other, how they felt, what they thought. The last night

was the true peak, and I will treasure the pure positivity and love each and every one of us had for each other. No one could deny we had all changed and so would the world....”

– Stas Michalski



“At the end of the week, I felt as if I knew these people almost as much as my brothers.... From the talks to the games to the exercises, I found out many things about other people and myself. Not only did I learn a lot about different reli-

gions, but also I learned so much about people’s views on the same issues. I loved being able to see the similarities between Islam and the other Abrahamic religions, and being able to exclaim, “You, too?!” When different Camp IF counselors asked us to bring our thoughts to the forefront of our head, I knew this camp would be more than just lectures about religions; it would be, and has become, a foundation for the fortress of my future.”

– Kudret Usmani



“Not many people can say they did a Jewish prayer dance at midnight under the stars, or that they synchronized their heartbeats with 40 other people, or that they watched a Muslim group pray toward Mecca with someone

explaining what was going on, or that they got 10 people on a two-by-two block of wood, or stayed up half the night learning nine other people’s life stories. But I can because of Camp IF. I will never forget my experience at Camp IF and I would like to say thank you for letting me be a part of it...for having faith in our future. We will not let you down.”

– Elizabeth Texiera

photos: Frank Ishman



## NATIONAL AND INTERNATIONAL OUTREACH

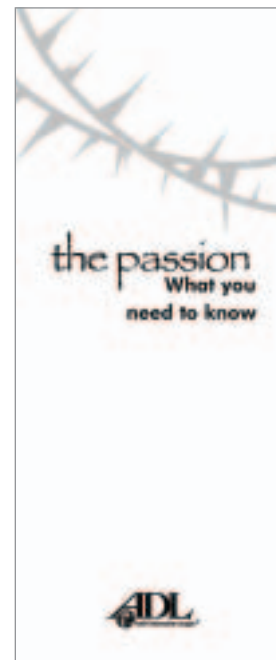
- As part of a mission to Israel and Italy, a delegation of ADL lay leaders and staff including then-National Chair Glen A. Tobias and National Director Abraham H. Foxman took part in meetings at the Vatican with Walter Cardinal Kasper, President of the Commission for Religious Relations with the Jews, and other leading Catholic Church officials.
- ADL worked to prevent Mel Gibson's film *The Passion of the Christ* from being used to foment anti-Semitism. National Director Abraham H. Foxman and Interfaith Affairs Director Rabbi Gary Bretton-Granatoor, after attending an early screening, said the film "contains an unambiguous portrayal of Jews as being responsible for the death of Jesus." The League created a page on its Web site, [www.adl.org/interfaith/gibson\\_qa.asp](http://www.adl.org/interfaith/gibson_qa.asp), providing answers to frequently asked questions about ADL's position on the film along with links to information on passion plays, statements on the *Passion* controversy, and responses to the news media. After the opening of the film, ADL convened interfaith panel discussions, workshops and other outreach activities to Christian communities nationwide, in an effort to minimize the damage caused by the film.

- Several ADL Regional Offices helped build bridges among diverse community groups by conducting Interfaith Seders, including the Orange County/Long Beach Regional Office's Jewish-Latino Seder, the Greater Chicago/Upper Midwest Regional Office's African-American/Jewish Seder, and three Seders conducted by the New England Regional Office.

- In a demonstration of the longstanding relationship between ADL and the Archdiocese of Washington, the League invited Theodore Cardinal McCarrick, Archbishop of Washington, D.C., to deliver a major address — on Holocaust Remembrance Day — in which the Cardinal discussed the importance of history and memory in building bonds across religious, racial and ethnic lines.

- ADL's National and Greater Chicago/Upper Midwest Regional Offices joined with the Cardinal Joseph Bernardin Center of the Catholic Theological Union of Chicago (CTU) to host a two-day international interfaith conference, "Covenantal Identity in the Presence of the Other."

- The "Rage Against Destruction" and "Firefest" Web sites, which included purported youth-outreach sites, were exposed by the League as a program of religious proselytizing aimed at public school students.



ADL's Southeast Regional Office developed a guide for teenagers to help them draw their own conclusions about *The Passion* and respond to hateful rhetoric stemming from the film. Copies of the guide have been distributed to synagogues and youth groups, and it is also available at [www.adl.org](http://www.adl.org).

## *One Person at a Time*

The fight against anti-Semitism, hatred, and extremism demands a multi-faceted approach; no single tactic is equally effective at all times. At ADL, we use a broad range of tools and strategies to combat hate. Investigation, litigation, making our case in the court of public opinion — all these are valuable weapons in the League's arsenal.

One of our most effective methods doesn't always get the publicity it deserves — it does not involve prominent public figures, landmark court cases or high-level meetings. But it is equally important to the achievement of our goals. It takes place at the grass-roots level — the unglamorous, but vitally important, work of changing hearts and minds, one person at a time.

Chief Joseph Estey and Ronaldo Rauseo-Ricupero travel to Israel on ADL Missions, and get a deeper understanding of the Jewish State and the struggle for

peace and security. Julie Dienno takes part in Bearing Witness, and comes away with a sense of her responsibility, as a Catholic educator, to enlighten her students about Judaism and the Holocaust. The teens of Camp IF learn to appreciate the differences — and commonalities — of each other's faiths. The citizens of Osceola, Indiana, are reassured that they are not alone in fighting an outbreak of hatred in their midst.

All of these individuals share their new knowledge with their families, their friends, their colleagues. They talk about it in schools, workplaces, houses of worship and community forums. In this way, the ADL message is spread exponentially... multiplied by tens, by hundreds, by thousands.

More than nine decades after its founding, ADL's mission is far from accomplished. But with each new person who joins us in the struggle, we get one step closer to a final victory.

## ADL LEADERS...WHY OUR SUPPORT MATTERS

"No one could have foreseen the times we're going through now. We want to make sure that ADL is here to help fight all the terrorism, the hatred, the anger, the bias that's in the world today and might be in the world again in the future."

**Barbara B. Balser** – Atlanta  
National Chair

"I cannot, [my wife] Judy cannot, and our family cannot take any risk that ADL won't be here the next 50, 100, 200 years."

**Douglas Krupp** – Boston  
National Commission Member

"When I became National Chair, one important priority was to ensure that the League, going forward, would be able to play the same critical role as over the years it's been able to do."

**Glen A. Tobias** – New York  
National Commission Honorary Chair

"Not a day goes by that we don't read in the newspaper about a terrible bigoted act that's occurred somewhere in the country, that we haven't seen a rabidly anti-Semitic cartoon appear in a Middle Eastern newspaper."

**Pam B. Schafier** – New York  
Marketing & Communications Committee Chair

"It is really important that we all step up to the line and show our support."

**Thomas C. Homburger** – Chicago  
President, Anti-Defamation League Foundation

"Not everyone, even in the Jewish community, understands what we're battling in terms of anti-Semitism."

**Timothy Curtiss** – Cleveland  
National Commission Member

"It's the general desire that the League continues in its work and that it remains the kind of fairly incredible and rather unique force for good in the world that it is."

**Martin Karlinsky** – New York  
Legacy Endowment Campaign Chair

"It provides an outlet for those who need to take action and don't know where to go and don't know where to turn. That's what ADL is all about. That's why ADL matters."

**Ginny MacDowell** – Boston  
National Leadership Committee Chair

"We cannot assume that because some people support an important organization like ADL, the work will continue without broad support throughout the community."

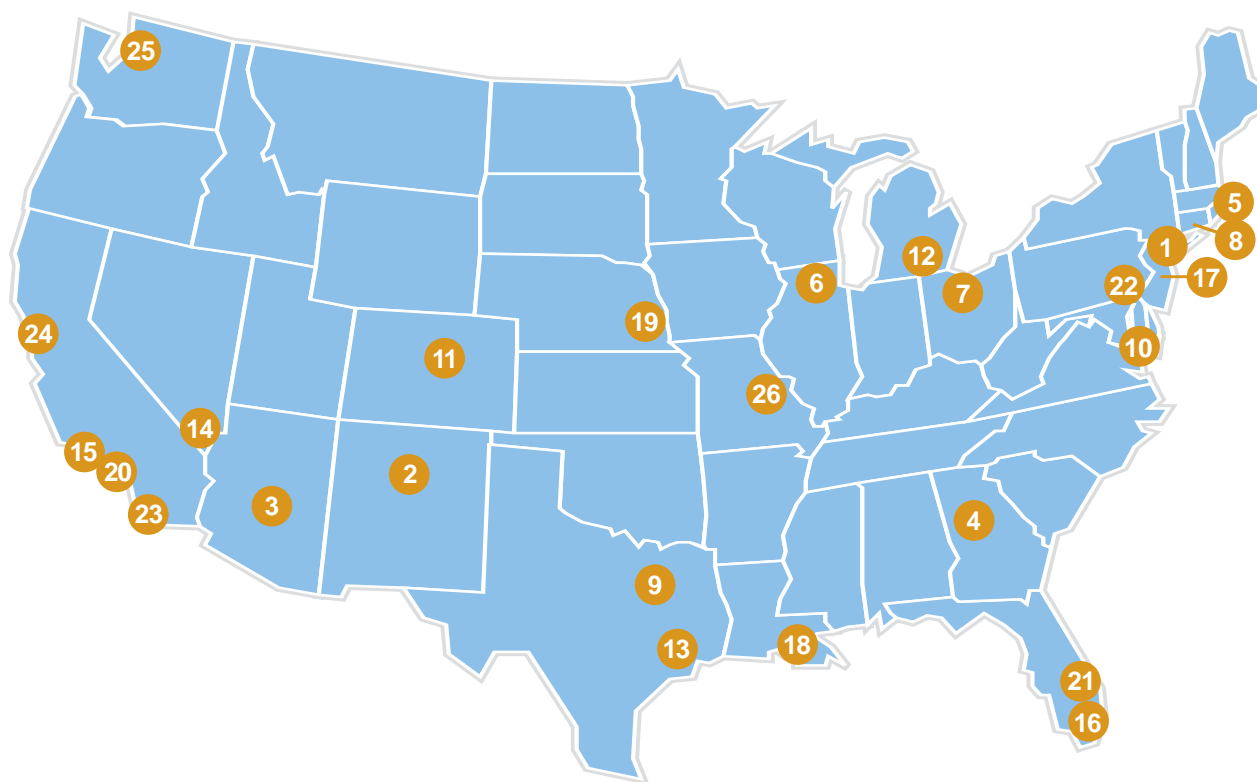
**George Stark** – Houston  
National Commission Member

"Our goal is to make sure that ADL will always have the financial strength necessary to pursue its mission: to legislate, to litigate, to educate, to investigate and to advocate."

**Glen Lewy** – New York  
National Development Committee Chair



# HIGHLIGHTS OF ADL REGIONAL OFFICE ACTIONS AND PROGRAMS



## 1. NEW YORK

"Fighting Terrorism After 9/11: The Constitutional Price of Security" was the subject of ADL's Annual Edward Brodsky Legal Conference. Former U.S. Solicitor General Walter E. Dellinger moderated the program, which included U.S. Attorney for the Southern District James B. Comey.

Satellite Office: Albany

## 2. ALBUQUERQUE (New Mexico)

New Mexico became the 46th state to enact a hate crimes law based on or similar to a model statute developed by ADL. ADL was a leader in the nine-year effort in New Mexico to pass the law.

## 3. ARIZONA

ADL successfully reached out to Arizona's Sikh, Hare Krishna and Mormon communities, which at different times during the year were victimized by hate crimes.

## 4. ATLANTA (Southeast)

ADL convened a major conference in Atlanta on domestic terrorism, co-sponsored by the Federal Bureau of Investigation and the U.S. Attorney's Office. The conference was attended by close to 300 law enforcement officers and provided training on extremist groups, investigative techniques, counterterrorism strategies and threat assessment.

## 5. BOSTON (New England)

New England law enforcement officials and Jewish community leaders benefited from a series of ADL Security Briefings, including a meeting with Israel's National Police Chief of Special Forces, Brig. Gen. Dubi Yung.

## 6. CHICAGO (Greater Chicago/Upper Midwest)

A high point in ADL's continuing work with law enforcement was a joint ADL-FBI conference, "The Terrorist and Extremist Threat: Protecting America in a New Era," attended by over 200 federal, military, state and local law enforcement officers and officials from across the Midwest.

## 7. CLEVELAND (Ohio/Kentucky/Allegheny)

After a Cleveland business owner painted large, vicious anti-Semitic messages on the walls of his building, ADL led a protest rally — part of a NO PLACE FOR HATE™ campaign that also included anti-bias-themed billboards created by local students.

## 8. CONNECTICUT

ADL taught young people and their parents how to deal with anti-Semitism and other forms of abuse through programs such as Confronting Anti-Semitism, which has grown seven-fold in three years, and What I Wish My Parents Knew About Bullying and Name-calling When I Was in Elementary School, a new pilot program for parents of elementary school students.

## 9. DALLAS (North Texas/Oklahoma)

Fighting to preserve church-state separation, ADL successfully advocated that the Texas House of Representatives and State Senate reject legislation supporting school vouchers.

#### 10. DC (District of Columbia/Maryland/Virginia/North Carolina)

Using the U.S. Holocaust Memorial Museum to drive home the message that bigotry has no place in law enforcement, ADL's Law Enforcement and Society training program has reached close to 20,000 DC-area law enforcement officers and new FBI agents. The program was expanded in 2003 through a grant from the U.S. Department of Justice's Community Oriented Policing Services (COPS).

#### 11. DENVER (Mountain States)

ADL enlisted local and state educators, community leaders, elected officials and students in the fight against bigotry by distributing 20,000 free copies of *Positive Impact! Tools for Respecting Differences*, a free 40-page guide of anti-bias education activities.

#### 12. DETROIT (Michigan)

More than 1,600 high school students and educators received anti-bias training from ADL's A WORLD OF DIFFERENCE® Institute — including, for the first time, students from the city of Detroit, through a grant specifically targeting minority youth.

#### 13. HOUSTON (Southwest)

ADL reached out to other civil rights activists — including representatives of Asian-American, Muslim-American, African-American and gay/lesbian organizations — and educators from 15 Houston-area school districts at ADL's Civil Rights and Educators' Breakfast, where participants shared information and resources.  
*Satellite Office: Austin (New in 2003)*

#### 14. LAS VEGAS

In response to an increase in hate-group activities, ADL developed a community-wide alert system, using electronic text beepers, for synagogues and other Jewish institutions in the Las Vegas area.

#### 15. LOS ANGELES (Pacific Southwest)

ADL encouraged young people to creatively fight hatred and promote diversity through such programs as the Salvin Youth Leadership program, providing training for emerging young lay leaders, and "Faces of LA," a traveling photographic exhibit documenting Los Angeles' cultural mix, created by students from the Dream Dialogue youth anti-bias program.

*Satellite Offices: San Fernando Valley/West Hills, Santa Barbara*

#### 16. MIAMI (Florida)

The Miami-Dade County Community Relations Board partnered with ADL in Florida through a NO PLACE FOR HATE™ countywide public awareness campaign designed to unite the Miami-Dade area in fighting prejudice and preventing intolerance by empowering individuals, institutions and communities to join together to promote understanding and celebrate diversity.

*Satellite Office: Broward County*

#### 17. NEW JERSEY

ADL took action against public displays of anti-Semitism — exposing an Arab community newspaper's reprinting of excerpts from the "Protocols of the Elders of Zion," and leading efforts to remove Amiri Baraka as New Jersey Poet Laureate after he claimed in a poem that Israel and Jews had foreknowledge of the 9/11 attacks. New Jersey's State Legislature voted to abolish the Poet Laureate position.

#### 18. NEW ORLEANS (South Central)

ADL launched Unity Through Understanding Day, a workshop held at Tulane University, where New Orleans-area high schoolers learned how to fight bigotry and promote social justice in their schools — with help from peers who had attended the 2002 ADL Grosfeld Family National Youth Leadership Mission.

#### 19. OMAHA (Plains States)

ADL co-sponsored an essay contest, "Tribute to the Danes and Other Rescuers," in which Omaha-area high school students learned about the citizens of Denmark who sheltered 7,200 Danish Jews from the Nazi occupiers during World War II, and wrote essays relating the story to events in their own lives.

#### 20. ORANGE COUNTY/LONG BEACH

As part of ADL's ongoing effort to ease inter-group tensions among young people, the League and Corona del Mar High School teamed up to bring an A WORLD OF DIFFERENCE® "Names Can Really Hurt Us" assembly to the school's sophomores — who later formed a pro-tolerance club that has become the school's largest student organization.

#### 21. PALM BEACH COUNTY

In keeping with ADL's commitment to increasing security awareness, the Palm Beach Regional Office sponsored "Keeping Your Jewish Institution Safe All Year Long," a conference attended by representatives from Palm Beach-area Jewish institutions and local and national law enforcement professionals.

#### 22. PHILADELPHIA (Eastern Pennsylvania/Delaware)

Innovative use of visual media is a hallmark of ADL's Philadelphia-area NO PLACE FOR HATE™ campaign. The program produced an anti-hate ad campaign displayed on Philadelphia mass transit, and a poster contest for local schoolchildren, whose artwork was displayed at area schools, municipal buildings and businesses.

#### 23. SAN DIEGO

ADL developed a series of counterterrorism conferences for law enforcement, in partnership with the FBI and the San Diego Police Department. The conferences have included presentations by counterterrorism experts from the Israeli national police.

#### 24. SAN FRANCISCO (Central Pacific)

ADL anti-bias training and related programs have reached 2,500 San Francisco- and San Jose-area teachers and youths. This year's highlights included the 4x4 Youth Dialogues, co-sponsored by the League, where Bay Area students and educators used art to explore diversity and bias issues.

*Satellite Office: Sacramento*

#### 25. SEATTLE (Pacific Northwest)

To bring ADL's issues of concern to national political leaders, the League held Congressional Staff Breakfasts for Regional Board members, lay leaders and staffers for Washington's two U.S. Senators, Patty Murray and Maria Cantwell, and Congresspersons Jay Inslee, Jim McDermott, Adam Smith and Jennifer Dunn.

#### 26. ST. LOUIS (Missouri/Southern Illinois)

Continuing its leadership on issues of religious freedom, ADL led a multi-faith group that successfully lobbied Missouri legislators to pass the state's Religious Freedom Restoration Act.

RUBELLE SCHAFLER ADL CENTER FOR COMMUNITY OUTREACH  
The Rubelle Schafler ADL Center for Community Outreach, created in 2000, works to enhance ADL efforts across rural and small-town America where the Jewish community needs our expertise in countering anti-Semitism and bigotry, defending religious freedom and civil rights, and implementing educational programs.

# RECENT ADL PUBLICATIONS



**KEEPING YOUR JEWISH INSTITUTION SAFE** — a comprehensive security awareness handbook which was distributed free of charge by the League to thousands of synagogues and Jewish communal institutions nationwide.

**HATE ON DISPLAY, 2ND EDITION** — a completely revised and expanded version of ADL's popular compendium of extremist symbols, logos and tattoos, for law enforcement officials, educators, and other professionals.

**GLOBAL ANTI-SEMITISM: THE NEW THREAT** — "Anti-Semitism is Anti-All of Us" is the theme of this set of brochures covering the roots, growth and dangers of the new global anti-Semitism, the response of ADL, and what individuals can do.

**TERRORISM UPDATE** — ADL's widely circulated newsletter tracks the latest developments in the post-9/11 war on terror — international and domestic terrorist activities as well as counterterrorism efforts. Funded by the William and Naomi Gorowitz Institute on Terrorism and Extremism, in cooperation with the Leon and Marilyn Klinghoffer Memorial Foundation.

**ADL ON THE FRONTLINE** — the League's award-winning newsletter keeps readers informed about ADL's multi-faceted activities, across the U.S. and around the world.

**ANTI-SEMITISM IN THE ARAB AND MUSLIM WORLD** — a series of reports documenting the extent of anti-Semitic writings and cartoons in the media of Arab and Muslim nations.

**UNRAVELING ANTI-SEMITIC 9/11 CONSPIRACY THEORIES** — a report exposing the spread of "Big Lie" conspiracy theories — blaming the 9/11 terrorist attacks on Jews or Israel — from the Arab and Muslim world to parts of Europe, and even the United States.

**ANTISEMITISM WORLDWIDE** — an annual country-by-country survey of international anti-Semitic movements and trends, as well as national efforts to combat anti-Semitism, produced by ADL in partnership with Tel Aviv University's Stephen Roth Institute for the Study of Contemporary Antisemitism and Racism and the World Jewish Congress.

**2003-04 MEMO AND DATE BOOK** — Unfinished Business: ADL's First 90 Years of Fighting Anti-Semitism & Bigotry — ADL's annual calendar highlighting cultural, religious, and ethnic observances of Jews, Christians, Muslims, Buddhists, Baha'i, Shinto and others commemorated the League's 90th anniversary with a retrospective of the high points in ADL's 90-year history of fighting anti-Semitism and all forms of prejudice and discrimination.

**HOW TO COMBAT BIAS AND HATE CRIMES: AN ADL BLUEPRINT FOR ACTION** — a compilation of ADL anti-bias programs and initiatives for use in communities throughout the U.S.

## ADL BALANCE SHEET

December 31, 2003\* (in thousands)

### ASSETS

|                               |          |
|-------------------------------|----------|
| Cash & investments            | \$13,533 |
| Contributions receivable, net | 9,745    |
| Other assets and receivables  | 4,233    |
| Property and equipment, net   | 1,853    |

|              |                 |
|--------------|-----------------|
| Total assets | <u>\$29,364</u> |
|--------------|-----------------|

### LIABILITIES AND NET ASSETS

|                                       |               |
|---------------------------------------|---------------|
| Accounts payable and accrued expenses | \$23,019      |
| Deferred revenue                      | 989           |
| Due to the ADL Foundation             | 1,686         |
| Total liabilities                     | <u>25,694</u> |
| Total net assets                      | <u>3,670</u>  |

|                                  |                 |
|----------------------------------|-----------------|
| Total liabilities and net assets | <u>\$29,364</u> |
|----------------------------------|-----------------|

## ADL STATEMENT OF ACTIVITIES

Eighteen-month period ended  
December 31, 2003\* (in thousands)

### CHANGES IN UNRESTRICTED ASSETS:

#### PUBLIC SUPPORT AND REVENUE:

|                                       |          |
|---------------------------------------|----------|
| Contributions and transfers, net      | \$72,814 |
| Sale of materials and other revenue   | 2,111    |
| Net assets released from restrictions | 13,995   |

|                                  |               |
|----------------------------------|---------------|
| Total public support and revenue | <u>88,920</u> |
|----------------------------------|---------------|

#### OPERATING EXPENSES:

|                     |        |
|---------------------|--------|
| Program services    | 62,522 |
| Supporting services | 17,612 |

|                          |               |
|--------------------------|---------------|
| Total operating expenses | <u>80,134</u> |
|--------------------------|---------------|

|   |       |
|---|-------|
| Excess of public support and<br>revenue over operating expenses | 8,786 |
|---|-------|

|                         |                |
|-------------------------|----------------|
| Non-operating loss, net | <u>(9,995)</u> |
|-------------------------|----------------|

|                                     |                |
|-------------------------------------|----------------|
| Decrease in unrestricted net assets | <u>(1,209)</u> |
|-------------------------------------|----------------|

### CHANGES IN TEMPORARILY RESTRICTED NET ASSETS:

|                                       |          |
|---------------------------------------|----------|
| Contributions and transfers           | 12,070   |
| Net assets released from restrictions | (13,995) |

|   |                |
|---|----------------|
| Decrease in temporarily restricted net assets | <u>(1,925)</u> |
|---|----------------|

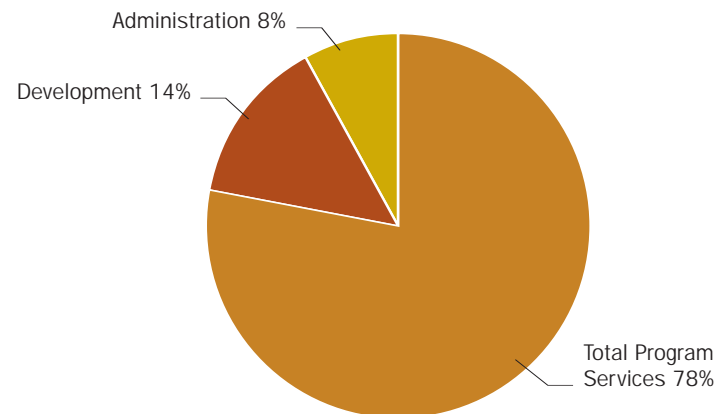
|                                 |         |
|---------------------------------|---------|
| Decrease in net assets          | (3,134) |
| Net assets at beginning of year | 6,804   |

|                           |                |
|---------------------------|----------------|
| Net assets at end of year | <u>\$3,670</u> |
|---------------------------|----------------|

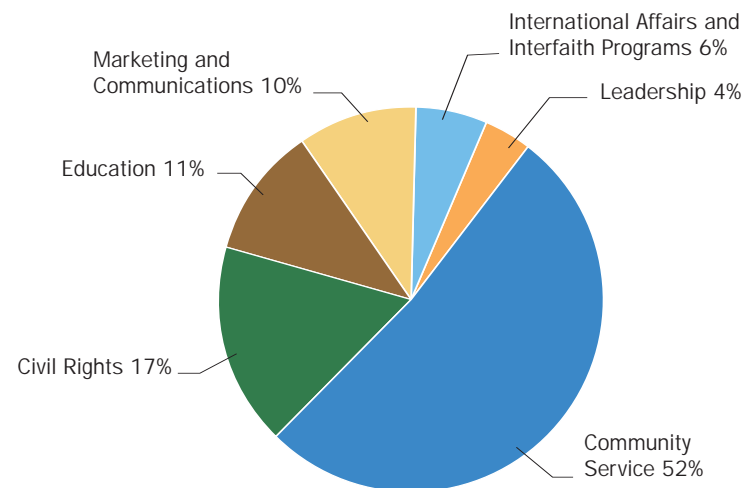
## ADL EXPENSE ALLOCATIONS

Eighteen-month period ended December 31, 2003

### TOTAL EXPENSES



### TOTAL PROGRAM SERVICES





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Web site: [www.adl.org](http://www.adl.org)

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